

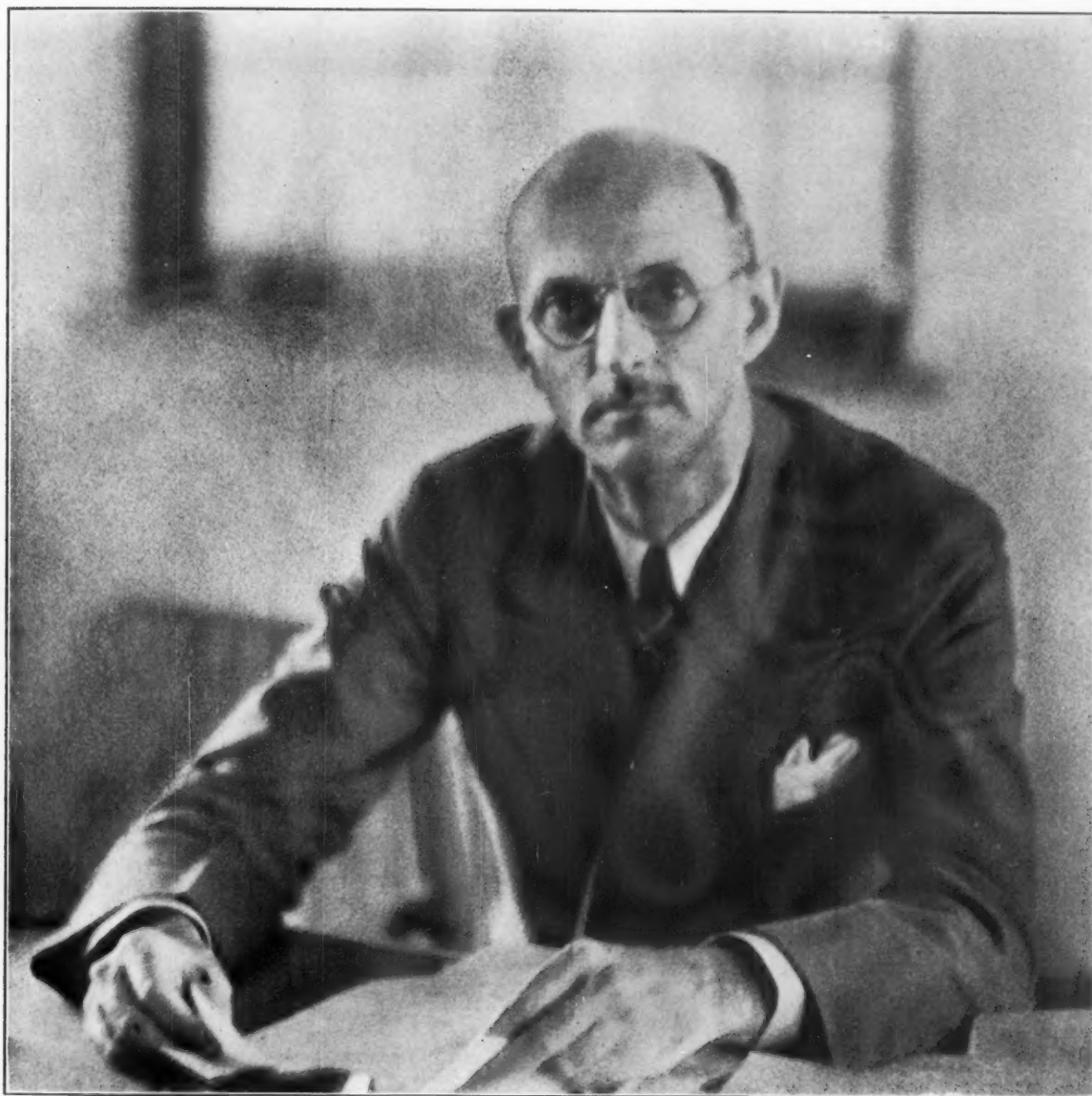
The
CONFERENCE BULLETIN

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WILLIAM HODSON, President, 1934

**THE CONFERENCE BULLETIN
OF THE
NATIONAL CONFERENCE
OF SOCIAL WORK**

82 North High Street, Columbus, Ohio

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Treasurer: Charles C. Stillman, Columbus.

General Secretary and Editor of the Bulletin,

Howard R. Knight, Columbus, Ohio

JULY, 1933

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CONFERENCE MEMBERSHIP

You know the value of the Conference to social work and the advantages of membership to yourself. Will you help us to continue this service?

If your membership is due for renewal, you will help us greatly by sending your check now. On July 1st there were 1421 memberships which were due but unpaid. If you are one of the 1421 will you not send your membership fee now? The more than one thousand memberships past due for renewal on July 1st represent potential income of \$7172.00. The share of each individual is relatively small, but the sum total is large. The prompt payment of your membership fee means the maximum use of your membership money for Conference purposes.

If your membership is paid you are carrying your share in the Conference's support. Will you further share in its success by inviting some associate in your organization or some other agency, a board member or a public official to become a member in your Conference?

Membership Classes

Active—\$5.00. This is the usual class for personal members. (If the Proceedings are not desired, the fee is \$3.00.)

Sustaining—\$10.00. This class is designed for individuals who wish to share to a greater extent in the financial support of the Conference.

Institutional—\$25.00. This class is reserved solely for agencies, organizations, and institutions.

Contributing—\$25.00 or more. This class is for individuals and for organizations wishing to pay more than the institutional membership fee and elect to be classed as a contributing member.

CHANGES IN PROGRAM ORGANIZATION

By action of the Conference at its annual business session, the whole question of the Divisional organization of the Conference was seriously considered this year. The Program Committee of the Conference somewhat enlarged for this special purpose has this matter in charge and will report tentative changes of an experimental nature for Kansas City and at Kansas City such recommendations for permanent reorganization as may be deemed wise.

In the meantime, the Conference office and the Program Committee will greatly appreciate any suggestions which the Conference members may have. Please forward them directly to the Conference office and they will be submitted to the Program Committee at its first meeting.

REPRINTS OF MANUSCRIPTS PUBLISHED IN THE PROCEEDINGS

Any person or organization wishing to order reprints in bulk of manuscripts printed in the Proceedings may do so by filing their order with the Conference office prior to October 1st. The reprints will be made following the printing of the Proceedings from the original plates. They will be charged at cost by the University of Chicago Press to the people ordering them. It is usually unwise to order less than one hundred. The Conference cannot reprint individual manuscripts for sale singly.

THE DETROIT PROCEEDINGS

Work has already begun on the Proceedings of the Detroit meeting. They will go to press approximately a month earlier than last year and hence will be available much earlier. The Proceedings are sent to all members of the Conference whose membership fee is \$5.00 or more per year. Members in the \$3.00 classification who wish the Proceedings may secure them by sending an additional \$2.00 thus raising their classification to the \$5.00 group, or, the volume may be purchased directly from the University of Chicago Press at the regular retail price of \$3.00. Many members who were unable to be present at the Detroit meeting will unquestionably want this volume of the Proceedings particularly. It promises to contain some of the most significant material published in many years. Also, the Proceedings will be sent to all new members, paying \$5.00 or more per year received prior to October 1st, 1933. New memberships secured subsequent to October 1st will receive the 1934 Proceedings.

Members of the Conference wishing to complete old files of the Proceedings should communicate directly with the Conference office. We have a supply for most years and we shall be glad to send them to members of the Conference at a reduced price.

A Statement from the President

WILLIAM HODSON, *New York City.*

The discussion at the Detroit Conference faced reality at every point. It could not have been otherwise for the social workers know, as no other group in society can know, what is happening to human beings in these days of trouble and distress. There was candor in the frank recognition of the miserable inadequacy of a relief economy and of the shortcomings of social welfare service. There was deep concern over the obvious failure of our present social order to insure a reasonable measure of happiness and security for the mass of mankind. While all these things were made evident, the Conference discussions were carried on in no spirit of apology or fault finding for its own sake. There was little time for making excuses or bemoaning the fates when so much needed to be said about how a better job could be done, how the necessary funds could be secured, how sound organization and trained personnel could be developed and how the blight of political influence could be minimized or avoided altogether.

The Conference proceedings were shot through with consideration of the social worker's responsibility in bringing about a new order of society. There were differences of opinion, to be sure, about the method and extent of our participation in the larger public questions of the day but little disagreement over the main objective. It is true that group action by social workers cannot be

achieved until we have found our way over several obstacles. We are specialists in a variety of social services with limited knowledge and experience in economics and finance. Insofar as we have considered opinions about what should be done, they are probably as varied as are those of other groups in society. Moreover we represent boards of directors who are likewise of many minds and for whom we should not speak, even by implication, without their consent. All of these factors and others that might be cited will necessarily modify our public expression and action but they need not leave us paralyzed and tongue tied. We can, if we have the courage and the imagination, prepare ourselves for cooperative participation with other groups in stimulating social change and we can find ways to do it which will not jeopardize the work to which we are individually committed. Our successful experience in helping to secure federal unemployment relief has taught us a good deal about the method and procedure for group action in a vital issue of national significance.

We will meet again next May in Kansas City. Perhaps the clouds will have lifted to some extent by that time. In any event the coming meeting is likely to show further evidence of a young profession finding itself and accepting in larger measure than ever before the obligations of social statesmanship.

NOMINATIONS FOR 1934

The Committee on Nominations of the Conference made its report at the annual meeting in Detroit for nominations for election a year hence at the annual meeting in Kansas City. The report is as follows:

President: Katharine F. Lenroot, Washington, D. C.
First Vice-President: The Very Reverend Monsigneur Robert F. Keegan, New York City.
Second Vice-President: Helen Hall, Philadelphia, Pa.
Third Vice-President: C. Whit Pfeiffer, Kansas City, Missouri.

Executive Committee

Mary Irene Atkinson, Columbus, Ohio.
Stanley P. Davies, New York City.
Samuel A. Goldsmith, Chicago, Illinois.
John F. Hall, Seattle, Washington.
Mrs. Blanche L. LaDu, St. Paul, Minnesota.
The Reverend Daniel N. McLachlan, Toronto, Canada.
Kate McMahon, Boston, Massachusetts.
Roberta Morgan, Birmingham, Alabama.
John Slawson, New York City.
Forrester B. Washington, Atlanta, Georgia.

Nominations by Petition

Under the Constitution and By-Laws of the Conference further nominations by petition may be made in writing signed by 25 members in good standing of the Conference. Such nominations by petition must be addressed to the Chairman of the Nominating Committee and received in the Conference office prior to January 1st, 1934.

Publication of Final List of Nominees

The complete list of nominees will be published in the January 1934 Conference Bulletin available about January 15th.

The Official Ballot

The official ballot will be mailed from the Conference office about April 1st, 1934, to all members who, according to the records of the Conference office, are eligible to vote or may become eligible to vote by payment of their membership fee prior to the closing of the polls at Kansas City. Complete instructions concerning the ballot will be sent at that time.

The Significance of the Detroit Conference

The economists had their innings at the Detroit National Conference as they have not enjoyed for two decades. Whether this was due to the emergence of economics as a factor in contemporary political and economic events, or to the conviction that more of the problems with which social work is dealing are economic than has been recently recognized, is not quite clear. With one exception the general sessions were devoted wholly to this aspect of social work and the attendance of the delegates on the general sessions indicated an unexpected interest in this more theoretical aspect of the practice of human relations.

However, it was not only in the general sessions but in many of the division meetings that the dismal science, now perhaps not quite so dismal since we are dealing in the field of a surplus instead of a deficit, was listened to with attention. It was interesting that during the Conference one of the liberal magazines published an article claiming that social workers were not interested in the economic tragedy of the present industrial order. The unrealities in which periodicals live was probably never better illustrated than by the crowded audiences which listened to Karl Borders at the first day of the session, and to the Director of Research of the Philadelphia Council of Social Agencies on the last day.

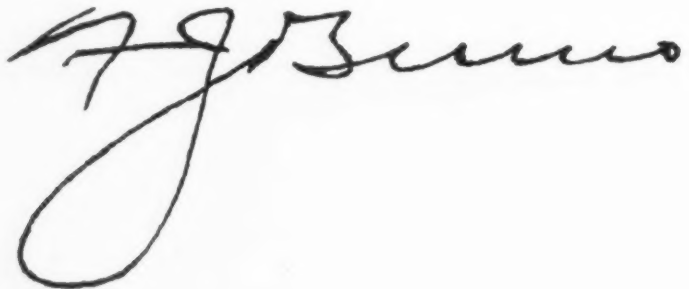
Political science especially on what it had to say regarding administrative matters had an equally vigorous revival brought about by the rapid development of the state as an agency for social work and by the new problems introduced by the possibilities in the proposed federal activities. Judge Ulman of Baltimore describing what recent federal legislation meant in terms of constitutional precedents and what might happen to them as they passed the review of the Supreme Court, and Harry Hopkins describing in clear-cut sentences the policy of the federal relief administrator, gave two addresses which have been rarely excelled in content, pertinency and interest in the history of the National Conference.

Social work as reflected in Detroit is looking forward and measuring itself against its new opportunities and responsibilities. It went through four years of the sever-

est sort of test without breaking, and although in the Conferences since '29 it gave evidences of staggering under the tremendous load that had been dropped on its shoulders, by this spring it was again the optimistic, forward-looking, aggressive adventure in human relations which has so often characterized it in the past.

Growing out of the discussion which took place in the dark days of late February and early March as to whether it should be held or not, the Conference addressed itself in many ways to the challenge of adapting its own form to the changing picture of social work, recognizing that the older classifications of functions and divisions of programs have probably lost much of their early significance and therefore the time had come for a re-vamping of the program structure of the Conference. Experiments have been tried in the last two or three years by various committees through joint program making, experiments on a wider scale are made possible for Kansas City, and by the time the Conference meets in Montreal it is probable that the entire mechanics of program-building will have been recast. All in all it was a Conference of people who went to Detroit for the sake of getting what they could for their jobs. Even for social workers they attended meetings with unusual fidelity. Some of the amenities of previous Conferences such as the dinner and the more elaborate banquets were omitted in the interest of economy but the cheaper lunches and the various devices for stretching the dollar seemed to fall logically in line with the eager and serious spirit of the Conference delegates.

The local committee at Detroit outdid itself under very trying circumstances to provide a setting of hospitality and welcome. Those who have attended Conferences over a long period of years remember among their most pleasant experiences the courteous and hospitable attentions they received from the local folks who have done so many kindly things to make pleasant the week's experience, and now Detroit, under circumstances probably more difficult than any city has had to face has joined this company of gracious hosts and fully lived up to the high standard of its predecessors.



Division Reports

DIVISION I—CHILDREN

Jacob Kepecs, Chairman

With the exception of the series of "Round Table" meetings on the Problems of Youth which followed the joint general session on that subject Tuesday morning, there was no particular unity or harmony in Division I's program this year. The Committee made no effort to build its program around a central theme. If anything, our program turned out to be one of contrasts. Take the first main session on Monday which was given over to a discussion of "Certain Philosophical Contributions to Children's Case Work" by Mr. Murphy and Miss Towle, and the last session on Saturday at which the topic "Financing of Children's Work" was presented by Mrs. Liveright and Mr. Lovejoy.

Some members of the Committee questioned the wisdom of including the first topic in the program. One member referred to it as a sermon, "Something nice to listen to on Sunday but of no great importance for Monday." Another hinted that it might be considered frivolous in times like these and that conference goers who attended this year did so at a considerable sacrifice to themselves and would want something else than an abstract philosophical discussion. These skeptics must have been surprised to see a well filled hall on Monday and a comparatively empty one on Saturday. (I do not know what the case would have been on Sunday.) No doubt the days had something to do with it. Mr. Hopkins, Federal Relief Administrator, as a headliner on Saturday who spoke on Federal financing policies, may have detracted from the interest of a mere Division meeting on a similar subject even though held at a different hour. But I do not think that these considerations account entirely for the rather sharp contrast in the attendance of the Monday and Saturday meetings respectively. Evidently conference goers this year preferred to listen to philosophical discussions rather than to the more realistic subject on financing agencies. By the way, the philosophical discussion turned out to be not so abstract and far from "sermon-like," while the discussion on financing was anything but everyday humdrum talk.

I was most impressed by the mood of the delegates this year. The Detroit Conference presented a much gayer and holiday-like picture than I have seen at any social work conference in recent years. This was particularly noticeable in contrast to the sober and somber atmosphere which prevailed in Philadelphia.

The first and last sessions referred to well characterize the nature of the entire program of Division I. There ran throughout the program a note of realism closely related to the present economic situation but relieved by a somewhat more aloof, and at the same time more cheerful discussion, on a fairly high level, of achievements, standards, and practices. The program was by no means adequate. Much more attention has to be given to the needs of practitioners in the children's field than has been given in Detroit or any former conference.

Perhaps this is not the place to attempt an appraisal of the program or to offer comments and criticisms of anything pertaining thereto. I shall not attempt the first as

I do not think that we have as yet developed Conference criteria which are generally acceptable and satisfactory. I should like to offer a few comments however:

I find the method of building a Division program unsatisfactory. There is no opportunity for the members of the Committee to meet, and while correspondence may be adequate if it supplements meetings, it is hardly so if used as a substitute for personal exchange of ideas. Under present conditions the responsibility for program making rests too heavily upon the Chairman which is far from desirable, for the result is usually a one man program, and at times of a person without previous experience in program making for a Conference Division. Division I, and this is probably true of other Conference Divisions as well, is surrounded with a constellation of Associate Groups whose primary interests are children and whose programs are planned independently, resulting in considerable overlapping and division of interest. At the same time that we are thinking of joint planning with other divisions, we should be giving attention to coordination of our program with the programs of Associate Groups referred to. As for some of the other difficulties, they might be surmounted in part by entrusting the program to a group conveniently located geographically.

As for the conference in general, it seems to me that a week is too long of an endurance test for most delegates, particularly since the Conference proper is preceded by days of meetings of Associate Groups. The audience of which Conference meetings are composed, is so mixed that it hardly permits the intelligent planning of programs. We seem to be too eager for large attendance and for the education of the "masses." The Conference is still given to the practice of "headliners" for speakers and I consider this a mistaken practice. In the first place, "headliners" have not a monopoly on ideas. More often than not, their ideas as well as their "stories" are both stale and exhausted. Secondly, a conference should provide an opportunity to recognize people who earn the right to be heard regardless of fame and speaking ability. Too much stress is being laid on showmanship (skill) in conducting meetings. Such showmanship is neither dignified nor necessary. Also there seems to be a demand in the Conference for "spontaneous" discussion. My objection to this is that it is artificial and misleading. Conference spontaneity, judging by such experience as I have had, is simulated rather than real. Where it is natural, it is usually shallow. It is my belief that a worthwhile spontaneous discussion cannot be had in groups which meet together infrequently.

After all, conference attendance is a quest for ideas and for stimulation. A conference can and should be valuable to the inarticulate and inhibited listener as well as to the speaker. It is more important to present a well-thought out idea carefully prepared in advance than to spring a half-baked "spontaneous" thought. I know of one person who presented a formal discussion in one of the "Round Table" meetings of Division I who since the Conference has received four inquiries from as many communities for additional information regarding certain methods and practices which would help in the setting up of a service

in those communities. The attendance of the meeting was not large and the discussion was anything but spontaneous. But evidently some people have carried with them the seed of an idea which they are planting in their own communities.

DIVISION II—DELINQUENTS AND CORRECTION

Jane M. Hoey, Chairman

In the sessions of the Division on Delinquents and Correction an effort was made to secure agreement, as of 1933, upon the functions of the five pieces of machinery established in communities to care for delinquents, i. e., police, courts, probation, correctional institutions and parole. The speaker for each session gave not only his own opinion but, in so far as it was possible, a composite opinion of a representative group of persons in the particular field of service involved. The following questions were submitted to each group for answer: "What do you believe to be the functions of the—police—or courts, etc., in a community social welfare program? Do the institutions in your community fulfill these functions? If not, what are the obstacles within these institutions or on the outside which prevent them from fulfilling the functions which you consider desirable? If the institutions are fulfilling the functions which you approve, state the steps which were taken to secure these results. By what criteria do you judge the effectiveness of these institutions? What machinery has been set-up in your community or in your state for evaluating the work of these institutions and what methods have been found effective? If no machinery has been established, what would you like to see developed and how could this be accomplished? What further co-operation or assistance on the part of other agencies, public or private, local, state or national, would you advocate to make these institutions more effective in this field?"

There was a certain amount of similarity in the replies to the above questions and in the material presented at the Conference to make it possible to summarize the discussion briefly. What Commissioner Watkins said concerning the work of a police department might apply equally to any or all of the other institutions. "A police department in a modern city has such an important part in the social life of the community that its activities and its attitude necessarily and inevitably affect, very directly, any social welfare program." Assuming this to be true the speakers pointed out that if these institutions are to be effective it is essential that the following points be seriously considered.

1. All personnel should have a social viewpoint or the ability to acquire one, special training for the work to which they are assigned, a broad conception of the field of work of their organization, and a willingness to co-operate with other agencies in the community so that the largest measure of service may be rendered to individuals and the community.

2. Standards of work must be maintained on a high level and some plan for continuously evaluating results must be devised.

3. The organization must be kept flexible so that it may be adapted to meet changing social conditions and when necessary special divisions within a department

should be established to do intensive work on a particular project or with special groups.

4. Work with delinquents must be integrated with other types of social work in the community so that it may receive its appropriate share of community interest and support.

It was generally agreed by all the speakers that important obstacles in the way of progress in this field of social work would include the following:

1. Lack of clear definition as to function.

2. Limited vision as to possibilities of work on part of staff and community, including other types of social agencies.

3. Inadequate personnel and improper method of selection.

4. Difficulties of maintaining high morale of staff when there is no security in tenure of office, wages are low, there is no systematic method of promotion, there is political interference, the necessary tools for doing good work are lacking and funds cannot be secured for necessary work.

5. Impossibility of attracting to the service and keeping a high grade of personnel in the light of the difficulties stated above.

6. Lack of co-ordination between various departments within the field of delinquency and between this field and other forms of social work.

7. Lack of yard sticks for measuring the effectiveness of work in this field.

8. Insistence of autonomy on the part of local units of work and therefore inadequate supervisory machinery on a state or federal basis.

9. Lack of organized and sustained community interest and support.

In the discussion the objectives of the work were more or less clearly defined and the obstacles in the way of progress were forcefully presented by the speakers, the practical methods of overcoming these obstacles were not very specifically suggested. Perhaps this might be the program for another conference.

DIVISION III—HEALTH

Albert H. Jewell, Chairman

The program of the Health Division this year was the result of a policy adopted two years ago. At that time there was a feeling that there was no place for the Division as a separate entity, since there already existed a national professional health organization. On the other hand, there was a very definite feeling that health should be integrated throughout the entire conference. Under the present set-up the only way of accomplishing this was the arrangement of as many joint programs as possible with other groups.

In carrying out this policy this year joint programs were held with six other groups on our time, and we joined with three groups on their time.

The subject material for the programs was picked from the most vital social health problems of the day. This, together with the fact that each paper was given by an outstanding person of experience in this field, undoubtedly accounted for the unusual attendance. In proportion to total registration at the Conference, the attendance at our meetings was the largest we have ever had. Another indication of the interest in the program was the enthusiasm in the discussion period. Practically every session had to be adjourned before the discussion had been completed.

On the program on "Cost of Medical Care" Dr. George McCleary gave a very interesting description of the Health Insurance System in England. Michael M. Davis pointed out a number of things, which, while successful in England, probably would not fit into a program in this country. He also pointed out that the development in this country from the standpoint of organized medical care would not be uniform due to the very great difference in population, as well as social status in various parts of the United States. He illustrated this point by citing the developments and trends in different parts of the country. Samuel A. Goldsmith pointed out that his chief interest in the cost of medical care and the significance to social work had been brought about through the fact of his being chairman of the health section of the Council of Social Agencies in Chicago. In quoting figures of health problems in families cared for by relief agencies prior to the depression he showed the very important aspect of medical care in this field. It was his feeling that organized care was the only solution and he advocated a federal system.

Following the meeting there was some criticism of the program to the effect that it had been one-sided and had not given the proponents of the minority report group a chance to be heard.

The committee in setting up the program felt that the approach should be not in terms of the controversial issues raised by the recommendations, but rather in terms of the actual facts revealed.

The program on "How to Maintain Health Standards in a Depression": C. E. A. Winslow pointed out that there never had been any watering in the financing of public health work. Consequently it was impossible to make drastic cuts without seriously crippling the effectiveness of the work. He pointed out that very few cities had ever reached the per capita expenditure estimated by the Committee on Administrative Practice of the American Public Health Association as an adequate public health budget. He did state that a reduction of ten per cent might be made and by increased efficiency carry on the work effectively. He also pointed out that expenditures for public health had always paid big dividends. Too many people, he said, had misconstrued the meaning of economy, thinking that it meant cuts rather than wise spending. Along this line it was his feeling that financing preventive work was far more economical than taking care of relief and curing the sick.

Anna Drake illustrated many ways in which better results could be obtained with the present expenditures for relief if more use were made of the present scientific knowledge of foods and nutrition.

The demonstration as to childhood tuberculosis was of special interest because of the newer developments and

the stressing of childhood tuberculosis in the Early Diagnosis Campaign of the National Tuberculosis Association. Dr. H. D. Chadwick and Dr. Horton Casparis emphasized the importance of the differentiation of the three types of tuberculosis: The first infectious type; the re-infectious type and the adult destructive type. In his paper "The Methods of Treatment" Dr. J. A. Meyers said that he was convinced that the summer camp should not be considered as a definite instrument of tuberculosis control. While Dr. Meyers felt that the summer camp had its place from the standpoint of recreation and of general health, the benefits from the standpoint of tuberculosis were so minor as to make it unwise for tuberculosis organizations to enter into this type of activity. Dr. Meyers felt that money expended in skin testing, x-raying, and adequate physical examinations would be far more effective in reducing tuberculosis.

In the Negro Health program Dr. M. O. Bousfield pointed out that it was time to forget about inherited characteristics and susceptibility, that these were things which already existed and could not be changed. He felt that the only approach should be the scientific program of education, prevention, case finding and treatment such as has been so effective in the reduction of the white tuberculosis death rate. Dr. H. D. Chadwick confirmed Dr. Bousfield's statement with figures on treatment of Negro tuberculosis patients in Detroit. Dr. M. J. Bent gave a picture of the rural conditions in the south from surveys which he had made, showing difficulties arising from superstition, quacks and lack of education. All three speakers emphasized the importance of tuberculosis, venereal diseases, maternity and infant hygiene, showing that in all of these the death rate among Negroes was considerably higher than for the white.

Miss Helen Crosby and Mrs. K. Z. Whipple showed how the work of all social agencies cuts across each other's program: The health worker finding in the social agency a medium for reaching large groups of people; the social agency turning to the health worker for information for its staff and its client and advice on its program.

The problem of taking health education to the rural districts is one which has received all too little of our time and thought. Edna L. Hamilton pointed out how the Children's Fund of Michigan is attempting to do this, and how the lone worker, whether she be a nurse or social worker, can be assisted in this effort.

DIVISION IV—THE FAMILY DIVISION VII—MENTAL HYGIENE

Anna Kempshall and Stanley P. Davies, Chairmen

In recognition of common functional interests which increasingly cut across division lines, Divisions IV and VII, with the exception of one program in each Division, held joint meetings throughout the week of the Conference. The nine o'clock hour was given over to the presentation of papers, followed at the eleven o'clock hour by organized discussion groups relating, so far as possible, to the topic of the preceding meeting.

Ample testimony that interest in the further development of casework skills has not been completely submerged by emergency tasks was given by the large attend-

ance and keen interest in the program devoted to technical casework and by the discerning and thoughtful papers there presented. These papers, the first of which was given by Miss Elizabeth Dexter, and the second by Mrs. Helen C. White, dealt with the so-called passive role, but under the not inconsistent title of "Activity in the Casework Relationship." Miss Dexter's paper, concerned primarily with children, and Mrs. White's primarily with the adult members of the family group, were in substantial agreement as to the role which the caseworker should play in client relationships. Both agreed that the caseworker's passivity toward direct attempts to change the client's behavior involves a greater psychological activity on the caseworker's part. The passive role is really one of inner activity on the part of the caseworker if she is to succeed in stimulating that activity on the part of the client which is essential to self-understanding and self-direction, Miss Dexter said. And similarly Mrs. White: "We see the worker in a role of activity directed to the pursuit of knowledge applicable to meeting problems he recognizes. *** Such activity on the worker's part may do much to expedite the solution of practical problems which otherwise, in their long, drawn-out, and accumulative effect, may break the spirits of men."

In discussing Miss Dexter's paper, Dr. H. S. Lippman said that despite the desirability of using such a method as the passive role in therapeutic work with children, its application is distinctly limited. "It is unusual," he said, "for the child to seek help for his emotional conflicts. Rather, he often tries to avoid a discussion of his problem for fear that his anxiety will be stirred up."

Discussing Mrs. White's paper, Miss Laura Deitzel sounded a warning as to misuse of the passive role by caseworkers lacking the skill to utilize it. She said, "To the worker unsure of herself, questioning her results, it has been a refuge, an oasis in which she could rest, put down her burden of responsibility, and do nothing."

The program on "Youth in a Troubled World" was a joint meeting of Divisions I, IV, VII and X, and was attended by approximately 1800 persons, with a number turned away. Miss Jane Addams, speaking on "Problems for Contemporary Youth," forcefully stressed the peculiar difficulties with which youth is confronted under present conditions, and the dangers which lie in that situation. Young people are hopeless and bewildered because they believe that things will go on as they are. Orthodox answers as to why things are as they are do not satisfy them.

Miss Grace Abbott discussed "Government Responsibility" in relation to the well-being of youth. She traced the evolution of public responsibility for youth and the growing conception of the parenthood of the State, showing the large development which has taken place since the first White House Conference in 1909 in public programs of child care. Everything in the long list of things government has undertaken to do for children is in jeopardy, she said, and she warned against the devastating effect of unwise retrenchments in this form of governmental expenditure. Miss Abbott emphasized that the intelligent exercise of public responsibility for the well-being of youth could not be brought about by a scrambling of public agencies

at the last moment, but only by intelligent planning and steady development of public responsibility.

Taking as his theme that the welfare of youth is invariably put secondary to the convenience and welfare of adults, Dr. Herbert E. Chamberlain, in his address on "Youth and Mental Hygiene," indicted organized society for having made its most conspicuous failure with youth, pointing out that 80% of 10,000,000 children in this country with impairments are uncared for by procedures and methods known to be beneficial. Recognizing that skilled social work can do much to prepare and strengthen youth for satisfying adjustment to life, Dr. Chamberlain asked to what end youth is the first to be sacrificed on the altar of economic insecurity. It is this that is the enigma in the problem of youth—not mental hygiene.

Pointing out that we may be passing through the greatest bloodless revolution in history, Judge Joseph N. Ulman, of the Baltimore Supreme Bench, in the program on "Law As a Creative Force in Social Welfare," said that constitutional law and constitutionality will be major factors in determining the events of the next several years in the United States. American lawyers, as a class, are the most conservative group in the community. They wear their eyes in the backs of their heads because lawyers must know the past in order to tell their clients what to expect from judges in the present. How far real social progress can be achieved bears not so much upon abstract law as upon the legal mind, and upon the philosophy of life that animates and controls the men who sit upon the bench in our high courts. The immediate destinies of the nation at any given time depend upon the personnel of the Supreme Court of the United States. Whether the "new era" can perform its promises depends specifically upon what the nine men, who comprise the Supreme Court of the United States, will say.

In some realistic reflections on law as a constructive social force, Jerome N. Frank, General Counsel of the Federal Department of Agriculture, said: "Government is what it does. It consists of the acts of human beings. It does not consist of inert entities known as laws, but of human activities, activities of the men who at the moment constitute the Government." Mr. Frank's paper, read in his absence by Mr. Hodson, discussed chiefly the social dangers lurking in the glib use of the term "lawlessness." The symbol "law" is itself fatally ambiguous. "Lawlessness" as a symbol is still more vague and confusing. At its best it connotes an absence of law. One's interpretation of it depends upon a multitude of factors,—economic, racial, psychological, traditional, etc.

In the program on "Economic Problems and Social Work," Dr. Frederick H. Allen, of Philadelphia, discussed "Emotional Responses to Economic Change." The weekly pay-envelope is to the wage-earner a symbol of his being a part of the world, as well as the means to procure for himself and his family the things which make life possible and enduring. It is little wonder that the readjustments required by an indefinite discontinuation of this symbol of security make severe demands on the individual and arouse crippling emotional responses in many. Individuals have varying adaptive capacities, but each, nevertheless, has his limits of adaptation. No human being could stand continued failure, and few can stand up against a reality in

which they find themselves helpless. While present statistics show no appreciable increase in mental illness, there is reason to believe that during the next decade conditions of the past few years will tend to increase the number of mental breakdowns.

Dr. Ewan Clague, economist and Director of Research of the Pennsylvania School of Social and Health Work, gave an illuminating exposition of the economic program of the present administration in Washington, pointing out that three conflicting schools of economic thought are simultaneously contributing to that program. They are: (1) The laissez-faire group who represent the traditional American view of rugged individualism; (2) the monetary group, who believe in the direct control of the price system through the control of money; and (3) the group which is interested in a planned economy and which has supported the Farm Bill and the Industrial Recovery Act with its public works provisions. As a whole the Federal program of economic recovery is heavily weighted, in Dr. Clague's opinion, on the side of economic planning.

Divisions IV, VII, VIII, and XI, were joined by the American Association of Social Workers in a program sponsored by the Committee on Federal Action of the American Association of Social Workers on "The Developing National Program of Relief." Linton B. Swift, Chairman of the Committee on Federal Action, discussed "The Federal Program: Its Significance for Social Workers." Mr. Swift stressed the responsibility resting upon social work for the creation of a strong public opinion which would support high standards in the Federal and local administration of relief. He also pointed out that if an upturn in business occurs, social work will need to inform the public as to the after-effects of unemployment upon individuals and families and what needs to be done about them.

Miss Joanna C. Colcord, Chairman of the Sub-Committee on Methods of Administration of the Committee on Federal Action, spoke on "The State's Responsibility for Standards in the Administration of Relief." Miss Colcord warned against some of the factors which may undermine good relief administration: not politics only, but personal favoritism, substituting unselfish but unqualified citizen service for technically qualified people, and provincial attitudes which militate against the employment of any but local persons. She outlined desirable qualifications and experience for relief personnel.

Allen T. Burns, speaking on "The Community's Responsibility for Human Needs," pointed out that the decision of the Federal Relief Administrator against including other than direct emergency relief in expenditures reimbursable from the Federal funds meant that a large share of welfare needs must be borne by localities either from public treasuries or from private funds. Inasmuch as local public treasuries are severely depleted, the voluntary financial support of citizens must continue to be secured if many of the vital phases of a well-rounded social work program are to be kept alive. Mr. Burns emphasized particularly the needs of hospitals, boarding home care of children, wholesome and constructive occupation of leisure, and family service.

In a joint program under the auspices of Divisions IV and IX problems concerning the administration of emer-

gency relief were discussed. Edward D. Lynde presented a paper on "Problems in the Administration of a Joint Plan of Family Casework and Unemployment Relief." Papers by Miss Dorothy Kahn on "The Use of Cash, Orders for Goods, or Relief in Kind in a Mass Program," and by Frederick I. Daniels, Executive Director of the Temporary Emergency Relief Administration of New York State, on "Conceptions as to the Primary Grant," were read in their absence. In substance, these three papers indicated that ideals are frequently ahead of practices. The major problem is concerned with how to bring our programs up to the standards developed. The essential limitation in any program of relief in kind is restriction of freedom of choice and activity for the client group. The problem of providing adequate personnel is related to the previous attitudes of both the agency and the community toward a trained staff. The difficulty in work relief programs is less apt to lie in administrative practices than in the inability to provide enough real jobs, and in the current belief that direct relief is cheaper. It is essential in a good work-relief program that the jobs be real jobs, not makeshift busy work.

Division VII joined with Division X in a discussion of "Mental Hygiene and Recreation." Mr. Lewis R. Barrett, Director of Recreation, Department of Education, Newark, New Jersey, discussed "Recreation as an Integral Part of the Mental Hygiene Program." "In the final analysis, the real objective of a recreational program must be," he said, "the development of the individual so that the individual may realize his own best self as a member of the great society."

Dr. Henry M. Busch, of Cleveland College, Western Reserve University, speaking on "The Contribution of Recreation to the Development of Wholesome Personality," contrasted the former type of leisure-time activity, which aimed to renew the energies of the worker depleted by his daily task, with the new type of leisure program called for when working hours will have been shortened, when there will be an absence of fatigue, and when recreation will be sought for its own inherent satisfactions and values. Recreation, so conceived, as personal growth in skill, power, and appreciation becomes synonymous with education.

Although in nearly all cases the attendance at the group discussions was larger than anticipated, it was possible to develop good participation. From the comments of those in attendance, the greatly increased number of round tables met a need long felt in the Conference of providing more opportunity for expressing and exchanging different points of view with regard to various phases of the topics presented in the formal papers of the morning. By their own choice of the various subjects listed for discussion, discussion groups found themselves to have a rather definite community of interest and thus were able to bring into rather close range professional, technical, and social problems of common concern. Perhaps, the most striking of the group discussions was a panel meeting on "Problems of Compulsory Education," at which a well-drawn panel skillfully presided over by Dr. S. A. Courtis, of the University of Michigan, developed without any previous preparation points of view sufficiently provocative to make for a lively and interesting discussion which before its conclusion was opened to the listening audience.

DIVISION V—INDUSTRIAL AND ECONOMIC PROBLEMS

Leifur Magnusson, Chairman

With the whole Conference turned to a consideration of economic and industrial problems, Division V, with its special concern in that field, became little more than a chapel in the temple of social welfare. The economic gods enjoyed their day of worship and the shrine of Division V never went unattended.

The automobile industry naturally occupied first consideration and was utilized as Mr. J. C. Bowen of the United States Bureau of Labor Statistics said in his paper to illustrate "what brains and skill and speed and capital have done" in a period of thirty-two years. Starting with an average employment of roughly 2200 wage earners, the automobile industry had over ten fold that number by the end of 1931. The difference between the maximum intake of wage earners into the industry and the minimum was over 445,000. This is a picture of light and shadows, a picture of vast technological displacement, which one may be inclined to interpret in several ways. Optimistically, Mr. Bowen pointed out that "the more automobiles, the more demand for automobile materials *** the more work in the oil fields, in garages, in filling stations, and hot dog stands." On the other hand, viewing it pessimistically "What has the automobile done to the wagon-makers, to the harness makers, to the horseshoers, to the teamsters, to the electric railroader, and to the steam railroader?" Table, chart, and graph followed the gyrations of productivity, wage changes and shift of human material.

Professor William Haber of Lansing, Mr. Chester M. Culver, General Manager of the Employers Association of Detroit, and John J. Scannell of the Michigan State Federation of Labor, pointed up the discussion and redressed the balance of forces.

There was a drama of gigantism in all this. The drama of the more personal and human was exposed in Mary Anderson's (Chief of the United States Women's Bureau) paper depicting the effect of the depression on the women and their families in the industries of South Bend, Indiana. Said Miss Anderson: "Economic problems lie so definitely at the root of many social problems. Weak spots in our economic fabric are responsible for the increase in various kinds of social disorders." With over 400,000 workers attached to the industry in 1929 the hopes and expectations of 225,000 of them had been obliterated in two years which must have left "stark tragedy" in its wake. In South Bend at one time "two-fifths of the women and a little over two-fifths of the men were out of work." From nearly every home was heard the "story of distress and bewilderment with no obvious solution near enough to save the day." Naturally, but without design, Miss Anderson's "challenge to those citizens who still have a measure of security, that they help to reorganize the industrial machinery and to bring about an efficient relation between government and industry that will provide a steady flow of work and real economic security for all" was given consideration and answer by the discussions of the unemployment self-help committees, old-age pensions, unemployment insurance, and the minimum wage in subsequent ses-

sions of Division V. Thought was also directed to the bearing the church and organized labor have upon the integration of remedial action.

Marvin Harrison, of the Ohio State Senate, sponsor of the unemployment insurance law in that State, describing the Ohio scheme of insurance (not a reserve plan) reminded his hearers of the "corrosive character of charitable dole" and the claims of unemployment insurance that it substitute "an earned insurance benefit" for degrading charity. While the law did not pass in Ohio, Mr. Harrison felt confident that it would still remain a leading issue in the State. Certainly such has been the case in Wisconsin, a story which Paul Raushenbush came to Detroit to emphasize. Postponement of the Wisconsin law for another year may mean deference to the deficits of the employers, but certainly not any lack of "the continuing and uniting part of all interested groups in meeting the endless problems of administration" which Mr. Raushenbush clearly set forth.

Professor Chamberlain cautioned against divided council among those who are battling for economic security whether through plans that are more strictly insurance in their nature and those that adopt the principle of unemployment reserves analagous to dividend reserves and corporate surpluses. "We must have unity of front and everyone must sacrifice something." Glenford Lawrence of the Illinois Commission on Unemployment Security added a forthright and dynamic note in behalf of active publicity, and Mrs. Katherine Jennison Lowrie of Detroit told the story of the beginnings in that State and looked forward to the inspiration which had come to them from these discussions.

Nothing was so startling as the way in which the minimum wage rushed to the headlines of the newspapers between March and the convening of the Conference. Responding to that revival of interest, which had been dormant for upward of ten years, the last day's discussion of Division V, in which we joined forces with the American Association for Labor Legislation and the National Consumers League, assessed the gains that were made in the State legislatures in the last few months and once more cautioned the supporters against the pitfalls of constitutionalism. Miss Lucy Randolph Mason, the Secretary of the National Consumers League, reviewed the tide of change in New York, New Hampshire, New Jersey, Connecticut, Ohio, Utah and California, even pointing to gains in Pennsylvania and in Illinois, where Mrs. Florence Kelley began her "magnificent leadership for minimum wage laws." Miss Mason sounded a note of challenge that "the campaign for minimum wage laws has only begun and will be carried into new fields as rapidly as possible."

It was appropriate that the constitutional lawyer should be cautious. Mr. Benjamin B. Cohen, of New York City, warned us that "Because one statute is deemed by the court to exceed constitutional limitations has in no way prejudged the court against a subsequent statute designed to meet the same evil but within constitutional limitations." It is a kind hope that the statute of 1933 may avoid being struck down by the same considerations that laid low the law in 1923.

DIVISION VI—NEIGHBORHOOD AND COMMUNITY LIFE

Wilber I. Newstetter, Chairman

The central theme of this Division was the Community in the Economic Crisis. It soon became apparent that the speakers in the first session on Monday, June 12th, could not make a complete separation between evidences of factors contributing to disorganization of the community life and factors contributing to integration. It was pointed out both by Clara Kaiser, Western Reserve University, and Karl Borders, League for Industrial Democracy, that in the same event or series of events, in many communities, both integration and disorganization had resulted. Miss Kaiser focused her main attention on Cleveland, while Mr. Borders centered on Chicago.

Miss Kaiser declared that while the relief problems have elicited the serious attention of the public, collapses in other phases of our social life have not been sufficiently dramatized to arouse concern. Education, preventive health measures, housing, recreation, child probation, cultural resources, industrial standards, and the like are "frills of a civilization blessed with Wall Street prosperity". She then proceeded to trace the effects of disorganization in these "forgotten" fields. The urgent need for real participating community planning was emphasized.

Mr. Borders pointed out definite gains in collective action, particularly the various unemployed organizations of the country. Spontaneous to a certain extent, copied in other instances, these organizations have provided among other things, spiritual relief mutual protection, and protest outlets, as well as developing social thinking necessary to the advent of any new social order. While expressing concern over the possible results of any political maneuvers that might be made to capture these movements, Mr. Borders felt that their chief function has been and will be educational, and charged the social worker to provide intelligent guidance whenever possible.

Clarence Arthur Perry suggested an important answer to the question "Can the City Be Adapted to the New Leisure?" He pointed out the results of four years study in the New York region carried on under the direction of Professor Robert M. Haig in connection with the decentralization of occupations. Mr. Perry stated that hundreds of thousands will continue to live in cities because of the irreplaceable advantages of proximity. The apartment house, furthermore, will continue to form an important element in the central sections of our large cities.

Mr. Perry presented a plan for housing the Borough of Queens, with two alternative plans according to the financial capacity of the group to be served, indicating the result of careful social and economic planning.

William G. Robinson of the National Recreation Association presented a thoughtful paper on "The Responsibility of Public Agencies in Providing Leisure Time Activities". He felt that recreation as conducted under public agencies had not suffered as much either in financial support, facilities, or personnel as in the case of private agencies. He pointed to the large increase in volunteers, and to the increasing cooperation of all agencies in the recreational field, and to the increasing recognition of the public that "man cannot live by bread alone".

On Wednesday morning, June 14th, the session was devoted to a discussion of the barter and exchange movement and of the social implications of this movement. Mr. Witt Bowden, Bureau of Labor Statistics of the United States Department of Labor, presented a paper which reviewed the various types of barter and exchange groups which had emerged during the present unemployment crisis. The historic background and the significance of the movement in terms of contemporary problems were pointed out. The barter and exchange projects have assumed three functions:

1. The establishment and maintenance of a clearing house for the exchange of goods and services.
2. The direct handling of goods in barter store or supply depot.
3. Production enterprises and the bartering of products of such enterprises.

Sponsorship of these barter enterprises has varied. In some cases, groups of unemployed workers have taken the initiative; in others, social agencies or groups of interested citizens were instrumental in stimulating the movement. In all cases, the projects were dependent upon some subsidy either in the form of donations of commodities or in direct grants from public or private agencies offering relief. "An irreducible minimum of cash has proved to be necessary." The success of the projects has been dependent upon four elements:

1. Recognition of the limited possibilities of barter.
2. Safeguarding of any bookkeeping or scrip system.
3. The conciliation of conflicting elements in the community in order that financial support as well as cooperation between various agencies might be achieved.
4. Good leadership.

Mr. Bowden sums up the movement by questioning its permanent significance from an economic point of view and by pointing out that its chief value lies in the effect it has in raising and maintaining morale among the unemployed.

Following Mr. Bowden's discussion, Mr. Jerome Davis of Yale University presented an interesting analysis of the present status of the consumers' and producers' cooperative movement in this country and the significance of this movement to social work. Mr. Davis reviewed briefly the history of consumers cooperatives and pointed out some of the fundamental principles inherent in the cooperative movement. He pointed out that in the United States consumers' cooperatives had developed much less extensively than they had in a number of European countries for numerous reasons. To an even less extent had producers' cooperatives in this country succeeded in giving workers a democratic method of controlling the factors involved in production. The few experiments that have been tried such as the Columbia Conserve Company have not been able to withstand the many obstacles surrounding any enterprises established for service and not for profit. Mr. Davis called upon social workers to utilize the small beginnings of collective and cooperative effort which the emergency barter and exchange project may have developed to stimulate a permanent interest in developing the cooperative movement in this country.

A lively discussion led by Miss Joanna Colcord, Chairman of the meeting, followed these papers. The discussion centered particularly around the question raised by Mr. Davis as to whether any truly cooperative enterprise in the production field could be successfully carried out under the present competitive structure of society.

Housing projects and slum eradication were discussed in two papers in the meeting of Division VI on Friday, the 16th. Miss Lea Taylor of the Chicago Commons was the chairman of the meeting, and Mr. Howard Green, Executive Secretary of the Cleveland Health Council read the first paper on the significance of slum eradication plans in large cities, particularly in Cleveland. He pointed out that until land values had decreased and new means for borrowing money at low interest rates were available that most slum clearance plans were impossible. The State Housing Law passed by the Ohio Legislature making it possible for limited dividend housing corporations to condemn property and the provisions of the National Industrial Recovery Bill now make such plans feasible. The stimulus such projects would give to employment and business is an important factor to be observed as well as the effect upon standards of living for the occupants of the buildings in such areas.

Dr. William W. Biddle of Western Reserve University discussed the social aspects of large scale housing and pointed out some of the social and economic factors that must be given consideration if large scale housing is really to raise the standards of living of the people living in the so-called blighted areas. Most large scale housing plans that have been developed in this country up to the present time have been for people in the upper income levels and very few for those in the lower third. It must be recognized that housing projects for the people in the lower economic levels must obtain subsidy if they are to provide adequate facilities at rentals possible for people in the lowest income level. Dr. Biddle presented a report of a group of social workers interested in the housing plans proposed in Cleveland. This report makes provision for a public housing authority which should be "empowered to study the housing needs of the community, to purchase land, to construct and to operate dwellings upon that land". The report further recommends that the choosing of sites for projects of the social needs of the community should be carefully considered before any project is undertaken.

Mr. James Hubert, Executive Secretary of the New York Urban League, touched upon another important problem in the discussion of the "Urbanization of the Negro". The trend of the negro population to northern and western cities was continuous from 1910. The negro population had been overwhelmingly rural until 1910 but since then, the percentage of negroes living in urban centers has increased rapidly. The social problems that have emerged because of the difficulties in the way of adapting the conditions and mores of rural life to that of crowded cities are numerous. Any adequate social planning for a city must take these problems of the urban negro community into consideration.

Mr. Frank Skalak, head resident of Brashear Settlement in Pittsburgh, was the chairman of the round table at which criteria for evaluating the group work method were discussed. Miss Helen Hart of Kingsley House, Pittsburgh, presented the results of a study which she

had been making of the attendance and enrollment of members of groups at Kingsley House. The purpose of this study was to discover better methods of utilizing attendance statistics in measuring the intensity of the contact which the individual had with the agency. The frequency of attendance and the actual participation of the individual in various types of activities and groups can give some clue to the extent to which the agency is able to influence the behavior and attitudes. It seemed to Miss Hart, therefore, that it was important for a group work agency to analyze much more carefully the attendance of individuals in the various groups and activities. Miss Clara Kaiser of the School of Applied Social Sciences, Western Reserve University gave a summary of the experience of the University Neighborhood Centers in developing a group record form. She brought out the fact that the only type of record which had really revealed significant factors about a group was the narrative type of record. The difficulty of maintaining objectivity on the part of the recorder when he was also the leader of the group has been a real obstacle. The necessity for distinguishing between that part of the record which describes the behavior of the group from that which gave the leader's interpretation of that behavior was stressed. Only by the accumulation of a great deal of case material is it possible to discover what some of the determining factors in the success or failure of the group work method are. These two presentations were followed by some discussion of the projects described. The chairman summed up the discussion by pointing out that only a beginning had been made in discovering methods of analyzing the group process and evaluating the group work method.

Mr. James H. Hubert also led a round table on the topic "Integrating the Contribution of Negro Culture to Community Life", while Miss Lea Taylor of Chicago Commons led a discussion of Volunteer Leadership in Community and Neighborhood Agencies in which J. H. Montgomery of the Cooperative Educational Association of Virginia and Joseph A. Beattie of the Franklin Street Settlement in Detroit were discussants.

DIVISION VIII—ORGANIZATION OF SOCIAL FORCES

John B. Dawson, Chairman

The papers and discussion in Division VIII this year plainly bore the imprint of the strain and stress which recent conditions have imposed on the "organization of social forces" in the local community. When the burden of relief mounts to fifty or one hundred times the normal figures, do the old ways suffice, or must we try new experiments in unifying community programs? When Community Chests fail by ten, thirty, or fifty per cent of their goal, is it a question of "sauve qui peut", or are we challenged to refashion the basic structure of privately supported social work along new and more efficient lines? When the taxpayer goes on strike, what is the fate of the social service activities which we say must be supported by public funds? When the "average citizen" becomes vocal and having perhaps only a slight acquaintance with the ways of social work, proceeds to make his opinion known on what ought to be done and what not, does it help or hinder? When the volunteer begins to show up in large numbers with an enthusiastic urge to

service reminiscent of the war days, is it just one more thing added to the load of the over-worked professional social worker, or do we see in this phenomenon a demonstration of that broad concern for human welfare without which no effort of our own can prevail?

Mr. A. V. Cannon, Chairman of the Cuyahoga County Joint Committee on Relief Measures, Cleveland, Ohio, and one of the several laymen who made notable contributions to the Division program, told how six separate and distinct administrative units were drawn together into a community-wide relief program involving a total estimated relief disbursement of \$25,000,000 for the current year.

Mr. Julius Amberg, attorney of Grand Rapids, and President of the Community Chest of that city, took the buttons off the foils and with great zest threw out the challenge that much of our talk of "agency loyalty" is but a cover for less exalted motives. Vested interest, social rivalries, petty jealousies, and selfishness are influences from which neither the Board member nor the professional worker is exempt. Economic necessity has shown, in Mr. Amberg's opinion, how much can be accomplished in reducing costs while at the same time maintaining the essentials of service if the sole test is how best to plan for the total community welfare program without regard to the conventional dividing lines between one agency and another. Linton B. Swift, however, addressing himself to the same general topic, favored centralized planning but decentralized administration. Before accepting economic necessity as an argument for change in the basic structure, there should be assurance that the possibilities of fund raising had actually been pushed to the limit, that all possible economies had been effected in each agency, that each agency had already eliminated less essential services, and that money was not being wasted through inefficient and inadequately trained personnel. Care should be taken lest a plan of organization justifiable only under emergency conditions crystallized out in permanent form.

William J. Norton of Detroit, pointing out that the twenty year upward trend in the cost of government had been out of all proportion to the increase in income and wealth, laid down the major premise that the movement for the reduction in taxes was thoroughly justified. He urged social workers to become better informed about problems of taxation, to be positive rather than negative in their attitude toward reductions which were inevitable, to cultivate the acquaintance of legislators, and to see that an organized body of public opinion gave support to the essentials of a publicly maintained social welfare program. Arch Mandel of Dayton suggested the thought that the phantom public makes its influence felt only on large critical issues. Government does not publicize and it is up to private social work to see that citizens are informed on the importance of those phases of social work which are the responsibility of public bodies. Those whose job lies in the field of private social work must act as interpreters, must create the machinery for joint planning, must continue to push ahead with new experiments, and must help to keep alive the spirit of free and eager giving prompted by a sensitiveness to human needs.

The National Committee of Volunteers in Social Work and Division XII joined with Division VIII in a joint discussion of volunteer service. Mrs. I. Albert Liveright gave some striking instances of the use of volunteers by

public agencies, suggesting that there were great possibilities in this field of service for the volunteer which were all too frequently overlooked. Robert E. Bondy brought up the question of volunteer service in rural communities, coupling it with a reminder that forty-three per cent of the population of the country is to be found in rural areas. Much of the discussion in this particular meeting turned on a paper presented by Mrs. DeForest Van Slyck, of the Association of the Junior Leagues of America, on "Training for Board Membership." The Rev. Robert W. Woodroffe, one of Detroit's best known volunteer workers and President of the Council of Social Agencies in that city, spoke on "What the Volunteer Thinks of the Social Agency."

Whether social planning can be developed in a democratic way and as an expression of neighborhood interest in local problems or whether social workers and others "in the know" must keep their hands on the controls was the question to which the Division addressed itself following papers presented by Mrs. Mary Clark Burnett, Percival Dodge, and Arthur A. Guild on "Social Planning on a Neighborhood Basis." There were those who saw in the development of the neighborhood councils of Pittsburgh, Detroit, and elsewhere the release of new and unsuspected resources in leadership and planning and who were willing to trust their programs and methods to the judgment of these newly articulate groups. Others apparently felt that with too much opportunity for initiative and too little knowledge of the problems at hand, they would be apt to run social planning into the ground, and that too great an absorption in neighborhood activities would tend to draw off leadership from the total community program. There was here, as in all meetings of the Division, plenty of evidence of the questioning spirit and of a willingness to re-appraise old ideas and habits in the light of changing conditions and needs.

DIVISION IX—ADMINISTRATION OF PUBLIC SOCIAL WORK

A. L. Bowen, Chairman.

The "new deal" of federal cooperation in the relief of distress caused by unemployment, and the great extension of public participation in the welfare field during the emergency period, gave the keynote to much of the discussion in this Division. Since the Conference met in Philadelphia a year ago, federal loans had been made available and were already a thing of the past. Those engaged in public welfare are cheered by the strengthened federal cooperation resulting from the new grant-in-aid method embarked on with the passage of the Federal Emergency Relief Act of 1933.

Much has happened in public welfare during the last year and is happening rapidly, consequently the progress to be made in improving the administration of public social work will depend upon the ability of social workers to adapt themselves to these changing conditions. The papers read and discussed at the joint session of the Division on Administration of Public Social Work and the American Public Welfare Association accepted this challenge as a great opportunity to strengthen standards of administration.

Several papers were given on the coordination of state and local units for welfare administration. Since these represented different sections of the country, they gave a fairly good picture of the relief situation in the country.

In discussing the development of Welfare Administration in New Jersey, Dr. Ellen C. Potter, Director of Medicine in the State Department of Institutions and Agencies in New Jersey, said:

"The nation-wide economic depression has brought into clear relief the fact that there is an inter-locking as between federal, state and local governments in the public welfare field which must be recognized in any future planning for the welfare of the people.

"For the last four years we have all been so definitely absorbed in an attempt to relieve the material needs of the unemployed and to coordinate and standardize those activities that we have not been looking at the broader aspects of coordination and correlation of public social work as a whole.

"Let us, therefore, look at the broader field, and if possible, draw from it some deductions which may be valid and perhaps helpful for future planning; and let us not forget to profit by the experience in other fields where an effort has been made to coordinate activities and to secure higher standards of service."

She then traced the demonstration of federal grants-in-aid for education, agriculture and good roads.

Mrs. Blanche La Du, Chairman of the Minnesota State Board of Control, after discussing the plans for administration, stated:

"This depression, which has become a universal calamity with its emergency relief needs, has brought about an integration of interests and efforts of private and public agencies which indicates better understanding, better cooperation and coordination of efforts resulting in more efficiency in the carrying out of our relief programs; the social workers in each group becoming better informed as to the community program as a whole."

Her presentation gave a very interesting picture of the use of this emergency to build sound administration for permanent welfare.

The avalanche of unemployment and dependency was graphically presented by Wilfred S. Reynolds, Executive Secretary of the Illinois Emergency Relief Commission. The growing demands from 1930 to the present; the funds raised to meet the needs in Cook County, first locally and then by the state; and finally, the aid given by the Federal government were outlined. In conclusion Mr. Reynolds said:

"The characteristics of the relief problem have changed appreciably during the past months and can be expected to manifest continued changes in the future.

"In the first place, it is clearly apparent that, insofar as it implies brevity of duration, the term 'emergency relief' is misleading. The task of caring for the destitute unemployed is now being carried into its third year, and it is realized, even by the most optimistic, that the problem will continue to exist for a considerable period in the future.

"In the second place, it is perfectly clear that the problem has become a general one. Approximately one-sixth of all the residents of the State are actually receiving relief, while most of the rest of the population is more or less directly concerned.

"In the third place, it is apparent that the efforts of the local committees to meet their relief needs from strictly local funds have failed, and that there is little hope that they can bear the future relief burden by means of local funds for some time in the future.

"And finally out of the swiftly passing panorama of these three years of economic desperation are emerging, in outline at least, certain trends that give promise to crystalize into changing patterns of welfare work procedures. In Illinois as well as in other states, the public has become 'relief minded'. And it is a public tax relief mindedness that is imprinted deeply in the public's consciousness. The steady flow of enormous sums of state and federal funds for relief purposes, and the occupancy of the relief spotlight by the public relief officials and public welfare machinery in ever widening circles of responsibility, may endanger certain other vital and important areas of social work by their being submerged in stagnant pools of back wash. This cannot happen without serious damage to American humanitarian endeavor. As unemployment recedes its retreat will be strewn with permanent social and individual ills whose treatment will require an expended, strengthened and balanced welfare program. To preserve, maintain and enhance such a welfare program is the supreme challenge now facing the statesman of public and private social work."

David Adie, Commissioner of the Department of Social Welfare in New York, gave an excellent paper on "A State Handles Its Public Welfare Problems".

Both Professor S. D. Leland of the University of Chicago and Paul V. Betters, Director of the American Municipal Association, discussed Local, State and Federal Inter-relationship in Public Welfare, from the financial and administrative angles.

Welfare Institutions and Agencies and the Depression were discussed from the state angle by J. A. Brown, Secretary of the Board of State Charities of Indiana and from the local aspect by Fred K. Hoehler, Director of Public Welfare of Hamilton County, Ohio.

"Pioneering in the Southwest" was discussed by Aubrey Williams, who has had a wide experience in this section as a field representative of the American Public Welfare Association. In part he said:

"In working out arrangements for the relief of peoples in this section, there have been two viewpoints constantly supported. One was that this was purely an emergency matter, that the relief of the immediate necessities of these people was the sole responsibility of those in charge. The other viewpoint was that while the immediate relief of these people was the first obligation of all concerned, yet it was held also that the agencies and instrumentalities developed should if possible be worked out along lines that would make for enduring and continuing services to the communities and the states concerned. It was the contention of this latter group that here was an opportunity to evolve arrangements that would to some extent at least meet the economic, social and cultural problems of those parts of the population which had continuously been in need. It is fair to say that only in a relatively few places has the latter viewpoint obtained. By and large, that which has been worked out and is being used is an emergency arrangement and has little in it that can be expected to continue if any considerable portion of these

people are provided with an opportunity for earning their own way. But there have been gotten under way and established organizations that the state and local leadership expect and are working to make a permanent part of the life of the people."

The Division also participated in joint sessions with Division IV—The Family, and with the National Association of Travelers Aid Societies.

DIVISION X—THE IMMIGRANT

George L. Warren, Chairman.

The meetings of Division X at Detroit were unusually well attended. In some respects they were little short of exciting. At the opening meeting Colonel Daniel W. MacCormack, Commissioner General of Immigration, outlined the policies of the New Deal in his administration of the Bureau of Immigration, and especially invited the cooperation of social workers and social agencies in formulating a more human program of federal administration. An excellent setting for Colonel MacCormack's statement had been created by Mr. David W. Wainhouse, American Director of the International Migration Service, who had previously reviewed historically the legal position of the alien, including the recent laws passed by our State Legislatures and by The Congress.

This first meeting of the conference presented the unusual spectacle of a meeting adjourning from the regular meeting room to the lobby of the hotel to continue for another hour informally in order to give opportunity for further conference between Colonel MacCormack and those present. The thrill of talking directly and frankly to a federal official, whose decisions and administrative policies affected so vitally the welfare of their clients, was a totally new experience to many in attendance at the meeting. This excellent start of the week's conferences produced an enthusiasm which lasted through, without abatement, until the final panel meeting on Saturday morning.

The discussions at the Tuesday round table meetings were focused entirely on the cultural aspects of the adjustment of the alien and the foreign-born to our American communities. Professor Arthur Evans Wood, of the University of Michigan, presented the materials of his sociological study of the Polish community in Hamtramck, and Dr. M. R. Keyworth, Superintendent of Schools at Hamtramck, described in a vivid manner the experience of the Hamtramck schools in adapting the processes of education to the special and peculiar needs of the foreign-born population of the city. These meetings, devoted to an attempt to identify the cultural factors in the problem of the adjustment of our foreign-born, proved extremely provocative and developed the suggestion that next year's program committee give a larger portion of the program to the further illumination of cultural factors in the lives of the foreign-born.

On Wednesday morning, Mr. Read Lewis, of the Foreign Language Information Service, presented a statement of the particular deprivations of the foreign-born which will serve for some time to come as an outline of the field of interest of Division X. The presentation was remarkable in its completeness and can be used as the basis of the many conferences within the field which will

take place during the year in many communities, and as a guide to the new working relations envisaged for the future between social agencies and the Federal Department of Labor.

Division X was also fortunate in having Mlle. Colin, a member of the Social Questions Section of the League of Nations, in attendance in a personal capacity. Mlle. Colin described the totally different approach to the same basic problems of interest to the Division that is being made by the Governments in Europe and by the League of Nations. Mlle. Colin's statement was extremely timely as for the first time since 1912 a Committee of 12 Government Experts is convening in Geneva in 1933 to discuss the ensemble of the problem of assistance to Aliens. The term "assistance", as used in European social work terminology, covers all forms of relief, custodial and medical care, the education, training, and protection of children, and the deportation and repatriation of children and adults to the countries of origin. That America, which, in spite of its restrictive immigration laws, is still the largest country of immigration, and which has within its borders some forty millions of foreign-born or the children of foreign-born, should play an important part in the deliberations of nations on the problems of the treatment of the foreigners, was patent to all of those in attendance at the meeting.

An outline of the specific steps of the procedures of collaboration on the part of American social agencies and Government bodies with social agencies and Governments abroad was presented by Mr. George L. Warren, Chairman of the Division, in an attempt to knit together the thinking of European and American agencies in a common attack upon the many problems under discussion at the conference.

In a desire to secure more discussion at National Conference meetings, Division X experimented for the first time at Detroit with the panel meeting method at general meetings of the Division. Subjects were intentionally chosen for the Friday and Saturday meetings of the Division which would prove provocative and the members of the panels were carefully chosen. The results of the two panel meetings were a pleasant surprise to all of those who participated. The meetings were well attended and the discussions extremely lively. It was with difficulty that the meetings were brought to a close on time to permit the meetings which were to occupy the rooms during the next meeting hours to convene.

Friday morning's meeting was an attempt to develop through discussion as complete a picture as possible from all parts of the country of the peculiar problems of the alien and of the foreign-born today. Many suggestions and facts of experience were developed on the floor which had not previously been covered or presented by any of the formal papers. This was equally true of the panel meeting on Saturday morning, which attempted to develop a program for the field as a whole. Here again, the discussion developed new material and suggestions not previously brought to light in the development of the program or in the prepared papers of the previous meetings.

The panel meetings were consciously planned to take place at the end of the week in order to give those present the advantage of hearing the formal papers earlier. These unquestionably stimulated the discussion in the panel meetings at the end of the week.

Conscious of its responsibility to integrate its program with that of other fields, Division X discussed in joint meeting, on Monday, with the National Association of Legal Aid Societies, the problem of improving international legal aid services; on Thursday, with the National Council on Naturalization and Citizenship, the matter of citizenship as a means of adjustment; and on Friday, with the Conference on Immigration Policy and the American Association of Hospital Social Workers, the particular problem of the adaptation of hospital services and techniques to the psychology and needs of the foreign-born. At this latter meeting, Dr. Herbert E. Chamberlain, of the University of Chicago, painted a dramatic picture of the mental sufferings of the foreign-born in approaching social agencies, hospitals, clinics, state and federal institutions, and pled for a more vigorous effort on the part of social workers to develop understanding of our foreign-born guests to the end that social agencies themselves may no longer unwittingly contribute to the difficulties of adjustment of the foreign-born to our American society.

The Division X meetings at Detroit unquestionably provided a new stimulus to those in attendance, and the spirit of optimism, which permeated the entire conference, was especially present in its meetings.

DIVISION XI—PROFESSIONAL STANDARDS AND EDUCATION

Harry L. Lurie, Chairman.

What appears as a growing interest in the program of Division XI may be attributed to an increasing consciousness among social workers of the important problems of social and economic philosophy and vocational organization which face them as a professional group. For this reason it was logical that all of the programs this year were held as joint meetings with the American Association of Social Workers. An opportunity was afforded by the meetings in this section of viewing social work from the larger aspects of a vocationally conscious group rather than as a series of functional services or of specific social problems. Two of the meetings in this division were similar in purpose and subject matter to several of the general sessions of the Conference which attempted to view the needs of the entire program of social work in this country. The greater informality and opportunity for discussion of the national aspects of social work considered as an organic part of social policy afforded by this section possesses distinct values to the general conference program.

Social workers are vitally concerned at the present time with an interpretation of present social work programs in relation to a comprehensive social and economic theory. The section made a contribution to social workers' philosophy through the papers presented by Mr. Karl Borders and Miss Antoinette Cannon. The need for a definite decision on the part of social workers as to the political, social and economic views with which they are allied was presented by Mr. Borders. There was a general agreement that in view of the radical shift in theories of economic organization and the responsibilities of government for social welfare, social workers need to analyze their present services in relation to the larger perspective of a comprehensive social program for dealing with basic economic and social problems.

Another meeting which was concerned with the presentation and discussion of economic objectives for social work for which material had been prepared by the Committee on Federal Action of the American Association of Social Workers, brought to the Conference for the first time, though in a tentative and preliminary form, a consistent platform concerned with social legislation on the basis of a national program. It is significant that these two programs centered the attention of Division XI upon the questions which were presented at the evening meetings by David Cushman Coyle, Harold G. Moulton and by the President of the Conference.

In two other sessions the Division was concerned with more specific problems of social work personnel and the preparation of social workers for public welfare. In the first instance considerable factual material was presented by Dr. Ralph Hurlin on the number of social workers in the United States in comparison with other professions and by Dr. Maurice Taylor of recent trends in the number, professional qualifications and agency affiliation of the social workers of the State of Massachusetts. Both through this paper and the one presented by Miss Lillian A. Quinn, data were made available on the vocational aspects of social work as these have been affected during the depression period.

Recruiting, selection and professional preparation of social workers for the field of public welfare are growing topics of interest for the profession of social work. The papers by Dr. A. W. McMillen and by Miss Elizabeth Wisner indicated that while training schools, state conferences of social work and state departments of public welfare were giving considerable attention to this developing field, there is a need for a comprehensive survey and a more thorough going organization of resources if professional standards in public social work are to be maintained and the personnel at present engaged in this field are to be aided in developing improved professional capacity.

It is obvious in the program of the Division this year that the problems under discussion are those requiring continuous study and thought on the part of social workers and that this year's Conference initiated discussion on important matters which should receive consideration in future conference programs on professional standards and education.

DIVISION XII—EDUCATIONAL PUBLICITY

Philip L. Ketchum, Chairman.

The program of Division XII opened Monday morning in a consideration of the social worker's responsibility in a legislative program. Peter Kasius, of the St. Louis Provident Association, in the first paper took quite a definite stand regarding the responsibility the social worker has to be actively interested in the promotion of necessary legislation. He held that it was part of the social worker's job not only to understand legislative principles, but through careful preparation to actively participate in the promotion of needed laws.

Miss Lillian J. Johnson, of the Child Welfare Association of Omaha, followed Mr. Kasius. Her paper was entitled, "The Case Worker Looks at Legislative Planning", and went definitely into the various techniques and actual

procedures to be followed in an active legislative campaign. Miss Johnson suggested that we apply all the techniques of social case work to our legislative program; that we lobby for those measures we favor and against those we oppose, and that we acquire the skills of the politician; that we realize that very few measures have ever been passed on merit alone but tend to secure favorable consideration if we do a lot of hard work, learn who are the right people to see, how they can best be approached and influenced. We should tackle the job as objectively as we would any that fall in the lines of our own profession.

The session on Wednesday was entitled, "Regaining Lost Territory", but apparently none of the four speakers felt that there was very much lost territory to be regained. They looked upon the situation we are now facing as a golden opportunity, emphasizing the fact that social work is more popular now than it has ever been; that people are more interested in it today than they have ever been before. They entered upon a practical discussion of the ways and means of interpreting to the public the job social work has before it.

Friday morning saw a joint meeting with Division III—Health. Mr. T. J. Edmonds, of the Iowa Tuberculosis Association, pointed out the fact that the health motif has become so popular in commercial advertising that one

can scarcely pick up a paper or magazine in which most of the advertisements are not tied up in some way with health. The problems faced by public health agencies in disseminating accurate health information in the face of such competition, much of which is either deliberately false, accidentally erroneous or only superficially true, comprised the balance of his discussion.

Howard Whipple Green, of the Cleveland Health Council, followed with a paper dealing with the interpretation of health conditions through the use of statistics. His discussion included suggestions as to the analysis of statistics and ways in which to prepare them for public use.

Saturday morning, Division XII considered the problem of "Social Work Education in the Public Schools". Miss Anne Sprague, of the Detroit Council of Social Agencies, had prepared an exhibit of the material used in Detroit and Cincinnati. Detroit's program was discussed by Beatrice Farnham of the Hutchins Intermediate School. The program in Detroit was initiated at the request of the schools and developed by the Council of Social Agencies who loaned the worker to the schools for that purpose. The difference between programs wholly educational in their approach and programs based entirely on propaganda at fund-raising time was discussed both by Miss Farnham and Otto Davis, the second speaker.

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Conference Committees

(Following are the committees for 1933-1934, including the new members and officers elected at Detroit. All those appointed or elected have not yet accepted.)

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Term Expires 1934

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Term Expires 1935

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Term expires 1936

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Associate Group Representatives.

Edith M. Baker, St. Louis, Missouri—Representing the American Association of Hospital Social Workers.
Charles L. Chute, New York City—Representing the National Probation Association.
Courtenay Dinwiddie, New York City—Representing the National Child Labor Committee.
Pauline Fairchild, Cleveland, Ohio—Representing the American Association of Visiting Teachers.
Ruth Roberts Mix, New Haven, Connecticut—Representing the Girls' Protective Council.
Mrs. Bert Printz, Youngstown, Ohio—Representing the Big Brother and Big Sister Federation.
Emma C. Puschner, Indianapolis, Indiana—Representing the American Legion, National Child Welfare Division.
Marjorie Crain Upton, New York City—Representing the National Federation of Day Nurseries.

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Term Expires 1935

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Sanford Bates, Washington, D. C.
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 John D. Crowley, Cambridge, Massachusetts—Representing the American Legion, National Child Welfare Division.
 Mrs. George V. McIntyre, Chicago, Illinois—Representing the Big Brother and Big Sister Federation.
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Term Expires 1934

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Term Expires 1935

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 Elba L. Morse, Marquette, Michigan.
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 Katharine Tucker, New York City.

Term Expires 1936

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 Anna M. Drake, Cincinnati, Ohio.
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Term Expires 1934

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 A. A. Heckman, St. Paul, Minnesota.
 Dorothy E. Kellogg, Niagara Falls, New York.
 Rose J. McHugh, New York City.

Term Expires 1935

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Term Expires 1936

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 Angela Cox, Atlanta, Georgia.
 Betsey Libbey, Philadelphia, Pennsylvania.
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Associate Group Representatives

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 Katharine Hardwick, Boston, Massachusetts—Representing the American Association of Schools of Professional Social Work.
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 Ethel Taylor, New York City—Representing the Child Welfare League of America.
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 Margaret Wells Wood, New York City—Representing the American Social Hygiene Association.

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 Secretary: Dorothea de Schweinitz, Philadelphia, Pennsylvania.

Term Expires 1934

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 Paul U. Kellogg, New York City.
 Raymond P. Sanford, Chicago, Illinois.
 The Reverend Frederic Siedenburgh, Detroit, Michigan.
 William H. Stead, Minneapolis, Minnesota.

Term Expires 1935

Sophonisba P. Breckinridge, Chicago, Illinois.
 Lucy P. Carner, New York City.
 Elizabeth Christman, Washington, D. C.
 Tracy Copp, Washington, D. C.
 Dorothea de Schweinitz, Philadelphia, Pennsylvania.
 Paul H. Douglas, Chicago, Illinois.
 Helen Hall, Philadelphia, Pennsylvania.
 W. Frank Persons, Washington, D. C.

Term Expires 1936

Paul L. Benjamin, Buffalo, New York.
 Elizabeth S. Magee, Cleveland, Ohio.
 Leifur Magnusson, Washington, D. C.
 James Mullenbach, Chicago, Illinois.
 The Reverend John R. Mulroy, Denver, Colorado.
 Philip Randolph, New York City.
 Ben M. Selekman, Boston, Massachusetts.
 Agnes Van Driel, Chicago, Illinois.

Associate Group Representatives

Courtenay Dinwiddie, New York City—Representing the National Child Labor Committee.
 Fred K. Hoehler, Cincinnati, Ohio—Representing the American Public Welfare Association.
 Spencer Miller, Jr., New York City—Representing the Episcopal Social Work Conference.
 James Myers, New York City—Representing the Church Conference of Social Work.

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 Vice-Chairman: J. Edward Sproul, New York City.
 Secretary: C. M. Chick, Kansas City, Missouri.

Term Expires 1934

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 Clara A. Kaiser, Cleveland, Ohio.
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 Walter W. Pettit, New York City.

Term Expires 1935

Helen Hall, Philadelphia, Pennsylvania.
 Eugene Kinckle Jones, New York City.
 Paul U. Kellogg, New York City.
 Eugene T. Lies, New York City.
 Eduard C. Lindeman, New York City.
 Lea D. Taylor, Chicago, Illinois.

Term Expires 1936

Eleanor Flynn, Chicago, Illinois.
 Esther M. Hawes, Pittsburgh, Pennsylvania.
 Helen Morton, Boston, Massachusetts.
 Wilber I. Newstetter, Cleveland, Ohio.
 Edna Porter, Minneapolis, Minnesota.

Associate Group Representatives

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DIVISION VII—MENTAL HYGIENE

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 Vice-Chairman: Hyman S. Lippman, M.D., St. Paul, Minnesota.

Term Expires 1934

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 Asher T. Childers, M.D., Cincinnati, Ohio.
 Elizabeth H. Dexter, New York City.
 E. Van Norman Emery, M.D., New Haven, Connecticut.
 Margaret Moffit Platner, Chicago, Illinois.
 Christine C. Robb, New York City.
 George Stevenson, M.D., New York City.
 J. C. Thurrott, M.D., Flint, Michigan.

Term Expires 1935

H. E. Chamberlain, M.D., Chicago, Illinois.
 Stanley P. Davies, New York City.
 Mrs. W. F. Dummer, Chicago, Illinois.
 Sarah C. Hartman, Richmond, Virginia.
 Esther Heath, Pasadena, California.
 Sarah Ivins, New York City.
 George Reeve, M.D., Cleveland, Ohio.
 H. M. Tiebout, M.D., New York City.

Term Expires 1936

Cornelia Hopkins Allen, Chicago, Illinois.
 Margaret Barbee, Pittsburgh, Pennsylvania.
 Augusta Bronner, M.D., Boston, Massachusetts.
 Edith Burleigh, Los Angeles, California.
 Franklin G. Ebaugh, M.D., Denver, Colorado.
 Charlotte Towle, Chicago, Illinois.

Associate Group Representatives

Elizabeth Brockett, East Orange, New Jersey—Representing the American Association of Psychiatric Social Workers.
 Gladys Hall, Portland, Oregon—Representing the American Association of Visiting Teachers.
 Margaret Reeves, Santa Fe, New Mexico—Representing the Child Welfare League of America.

DIVISION VIII—ORGANIZATION OF SOCIAL FORCES

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Vice-Chairman: Roy M. Cushman, Boston, Massachusetts.

Secretary: Mary B. Stotsenburg, Louisville, Kentucky.

Term Expires 1934

Pierce Atwater, St. Paul, Minnesota.

Otto F. Bradley, Minneapolis, Minnesota.

Raymond Clapp, Cleveland, Ohio.

John F. Hall, Seattle, Washington.

Carter Taylor, Harrisburg, Pennsylvania.

Term Expires 1935

Charles J. Birt, Madison, Wisconsin.

Roy M. Cushman, Boston, Massachusetts.

Percival Dodge, Detroit, Michigan.

E. J. Larrick, Akron, Ohio.

Wilfred S. Reynolds, Chicago, Illinois.

Term Expires 1936

Ralph H. Blanchard, New York City.

Frederick I. Daniels, New York City.

J. Howard T. Falk, Vancouver, B. C., Canada.

Arch Mandel, Dayton, Ohio.

Mary B. Stotsenburg, Louisville, Kentucky.

Associate Group Representatives

Brigadier J. J. Allan, New York City—Representing the Salvation Army.

Robert E. Bondy, Washington, D. C.—Representing the American National Red Cross.

Lucy Carner, New York City—Representing the National Board, Young Women's Christian Associations.

Harry Greenstein, Baltimore, Maryland—Representing the National Conference of Jewish Social Service.

Wilbur F. Maxwell, Pittsburgh, Pennsylvania—Representing the Community Chests and Councils.

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Chairman: Margaret Reeves, Santa Fe, New Mexico.

Vice-Chairman: Arthur W. James, Richmond, Virginia.

Secretary: Edwin D. Solenberger, Philadelphia, Pennsylvania.

Term Expires 1934

Mary Irene Atkinson, Columbus, Ohio.

Sanford Bates, Washington, D. C.

W. S. Bixby, Nashville, Tennessee.

Jeffrey R. Brackett, Boston, Massachusetts.

J. A. Brown, Indianapolis, Indiana.

John L. Gillin, Madison, Wisconsin.

Charles H. Johnson, Albany, New York.

Walter V. McCarthy, Boston, Massachusetts.

Ruth Taylor, East View, New York.

Mrs. A. M. Tunstall, Montgomery, Alabama.

Mabel Weed, Redwood City, California.

Term Expires 1935

Grace Abbott, Washington, D. C.

Mrs. W. T. Bost, Raleigh, North Carolina.

Amos W. Butler, Indianapolis, Indiana.

Calvert H. Estill, Charleston, West Virginia.

Arthur W. James, Richmond, Virginia.

Blanche L. LaDu, St. Paul, Minnesota.

A. W. Laver, Toronto, Canada.

Gay B. Shepperson, Atlanta, Georgia.

Marietta Stevenson, Chicago, Illinois.

George S. Wilson, Washington, D. C.

Term Expires 1936

David Adie, Albany, New York.

A. L. Bowen, Springfield, Illinois.

Richard K. Conant, Boston, Massachusetts.

Grube B. Cornish, South Portland, Maine.

Louise Cottrell, Portland, Oregon.

Emil Frankel, Trenton, New Jersey.

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Secretary: Zena Saul, Pittsburgh, Pennsylvania.

Term Expires 1934

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E. S. Howard, Cincinnati, Ohio.

Mary E. Hurlbutt, New York City.

Katherine M. Kohler, Minneapolis, Minnesota.

Bruce M. Mohler, Washington, D. C.

Cecilia Razovsky-Davidson, New York City.

Marian Schibsky, New York City.

Term Expires 1935

Jane Addams, Chicago, Illinois.

Sophonisba P. Breckinridge, Chicago, Illinois.

Edith Terry Bremer, New York City.

Jane Perry Clark, New York City.

Allen Eaton, New York City.

Max J. Kohler, New York City.

Ruth Larned, New York City.

Florina Lasker, New York City.

Read Lewis, New York City.

Mrs. Nathaniel Thayer, Boston, Massachusetts.

Term Expires 1936

Mrs. Leo Bernstein, New York City.

Ethel Bird, New York City.

Frank J. Bruno, St. Louis, Missouri.

Mary McDowell, Chicago, Illinois.

Alice O'Connor, Boston, Massachusetts.

Mrs. Kenneth F. Rich, Chicago, Illinois.

Alice Sickels, St. Paul, Minnesota.

George L. Warren, New York City.

Bessie B. Wessel, New London, Connecticut.

Aghavnie Y. Yeghenian, New York City.

DIVISION XI—PROFESSIONAL STANDARDS AND EDUCATION

Chairman: Harry L. Lurie, New York City.

Vice-Chairman: Agnes Van Driel, Chicago, Illinois.

Secretary: Walter West, New York City.

Term Expires 1934

Edith M. H. Baylor, Boston, Massachusetts.

Philip Klein, New York City.

Ellery F. Reed, Cincinnati, Ohio.

Forrester B. Washington, Atlanta, Georgia.

Helen Leland Witmer, Northampton, Massachusetts.

Term Expires 1935

R. E. Arne, Berkeley, California.

Irene Farnham Conrad, Syracuse, New York.

Dorothy C. Kahn, Philadelphia, Pennsylvania.

Eva Smill, New Orleans, Louisiana.

Mrs. A. M. Tunstall, Montgomery, Alabama.

Term Expires 1936

Ewan Clague, Philadelphia, Pennsylvania.

Leah Feder, St. Louis, Missouri.

S. C. Kohs, New York City.

Kate MacMahon, Boston, Massachusetts.

Florence Sytz, New Orleans, Louisiana.

Aubrey Williams, Chicago, Illinois.

Associate Group Representatives

Perry T. Denune, Columbus, Ohio—Representing the State Conference Secretaries.

Sarah Ivins, New York City—Representing the American Association of Psychiatric Social Workers.

M. J. Karpf, New York City—Representing the American Association of Schools of Professional Social Work.

John D. Kenderdine, New York City—Representing The Survey.

Ellen C. Potter, M.D., Trenton, New Jersey—Representing the American Public Welfare Association.

DIVISION XII—EDUCATIONAL PUBLICITY

Chairman: E. C. Lindeman, New York City.

Vice-Chairman: David Liggett, Indianapolis, Indiana.

Secretary: Paul Komora, New York City.

Term Expires 1934

D. M. LeBourdais, Toronto, Ontario, Canada.

A. Wayne McMillen, Chicago, Illinois.

Kenneth L. Messenger, Wethersfield, Connecticut.

Elmer Scott, Dallas, Texas.

Leon Whipple, New York City.

Term Expires 1935

Louise M. Clevenger, St. Paul, Minnesota.

Olga Edith Gunkle, Denver, Colorado.

Albert H. Jewell, Kansas City, Missouri.

Mary S. Sims, New York City.

Anne Sprague, Detroit, Michigan.

Term Expires 1936

Margaret Byington, New York City.

Arthur Guild, Richmond, Virginia.

H. E. Kleinschmidt, M.D., New York City.

Elizabeth Nutting, Dayton, Ohio.

Leroy Ramsdell, Hartford, Connecticut.

Elizabeth Sanborn, Kansas City, Missouri.

Virginia Wing, Cleveland, Ohio.

Associate Group Representatives

Louise Franklin Bache, New York City—Representing the Community Chests and Councils.

Maude Bryan Foote, Newark, New Jersey—Representing the State Conference Secretaries.

Albert H. Jewell, Kansas City, Missouri—Representing the National Tuberculosis Association.

John D. Kenderdine, New York City—Representing The Survey.

Charles C. Stillman, Columbus, Ohio—Representing the Social Work Publicity Council.

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